AMENDMENTS

In the Claims

1.   **(Currently Amended)** A method in a computing system, the method

comprising:

managing employee data, wherein

the managing comprises

extracting, using the computing system, employee position

management information in a first form that is associated

with a first source computerized employee position

management system;

converting, using the computing system, the employee position

management information in the first form into employee

position management information that is in a second

intermediate form**, wherein**

the second intermediate form comprises a list of

employee position elements for defining a

hierarchy of data elements,

the hierarchy of data elements comprises a plurality of

employee position elements, and

the plurality of employee position elements comprises

a related parent position element; and

converting, using the computing system, the employee position

management information in the second intermediate form

into employee position management information in a

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target form that corresponds to a target computerized employee position management system.

2. (Previously Presented) The method of Claim 1, further comprising:

using the employee position management information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:

creating a new employee position management record in the target computerized employee position management system; and

updating an existing employee position management record in the target computerized employee position management system.

3. (Previously Presented) The method of Claim 1, further comprising:

extracting, using the computing system, employee position management information in a third form that is associated with a second source computerized employee position management system that is distinct from the first source computerized employee position management system;

converting, using the computing system, the employee position management information in the third form into employee position management information that is in the second intermediate form;

converting, using the computing system, the employee position management information in the second intermediate form into employee position management information in the target form; and

using the employee position management information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:

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creating a new employee position management record in the target

computerized employee position management system; and

updating an existing employee position management record in the target

computerized employee position management system.

4. **(Cancelled)**

5. **(Currently Amended)** The method of Claim 4, wherein each of the plurality of

employee position elements ~~includes~~ **comprises** one or more elements selected

from a group comprising:

a position identifier;

a position base data element;

a position related division element

a position related organization element;

~~a related parent position element;~~ and

a position custom data element.

6. **(Currently Amended)** The method of Claim 5, wherein the position base data

element ~~includes~~ **comprises** one or more elements selected from a group

comprising:

a position description element; and

a position name element.

7. **(Currently Amended)** The method of Claim 5, wherein the position related

division element ~~includes~~ **comprises** a position related division identifier.

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8.   (**Currently Amended**) The method of Claim 5, wherein the position related organization element ~~includes~~ **comprises** a position related organization identifier.

9.   (**Currently Amended**) The method of Claim 5, wherein the related parent position element ~~includes~~ **comprises** a related parent position identifier.

10.   (**Currently Amended**) A computer-readable storage medium carrying one or more sequences of instructions for managing employee data, wherein execution of the one or more sequences of instructions by one or more processors causes the one or more processors to perform:

extracting employee position management information in a first form that is associated with a first source computerized employee position management system;

converting the employee position management information in the first form into employee position management information that is in a second intermediate form**, wherein**

the second intermediate form comprises a list of employee position elements for defining a hierarchy of data elements,

the hierarchy of data elements comprises a plurality of employee position elements, and

the plurality of employee position elements comprises a related parent position element; and

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converting the employee position management information in the second

intermediate form into employee position management information in a

target form that corresponds to a target computerized employee position

management system.

11.   (Currently Amended) [[A]] The computer-readable storage medium of Claim

10, further comprising:

using the employee position management information in the target form to

perform at least one computer-implemented act from a set of computer-

implemented acts comprising:

creating a new employee position record in the target computerized

employee position management system; and

updating an existing employee position management record in the target

computerized employee position management system.

12.   (Currently Amended) [[A]] The computer-readable storage medium of Claim

10, further comprising:

extracting employee position management information in a third form that is

associated with a second source computerized employee position

management system that is distinct from the first source computerized

employee position management system;

converting the employee position management information in the third form into

employee position management information that is in the second

intermediate form;

converting the employee position management information in the second

intermediate form into employee position management information in

the target form; and

using the employee position management information in the target form to

perform at least one computer-implemented act from a set of computer-

implemented acts comprising:

creating a new employee position management record in the target

computerized employee position management system; and

updating an existing employee position management record in the target

computerized employee position management system.

13.   (Cancelled)

14.   (Currently Amended) [[A]] <u>The</u> computer-readable storage medium of Claim

13, wherein each of the plurality of employee position elements ~~includes~~

<u>comprises</u> one or more elements selected from a group comprising:

a position identifier;

a position base data element;

a position related division element

a position related organization element;

~~a related parent position element;~~ and

a position custom data element.

15.   (Currently Amended) [[A]] <u>The</u> computer-readable storage medium of Claim

14, wherein the position base data element ~~includes~~ <u>comprises</u> one or more

elements selected from a group comprising:

a position description element; and

a position name element.

16. **(Currently Amended)** [[A]] <u>The</u> computer-readable storage medium of Claim 14, wherein the position related division element ~~includes~~ <u>comprises</u> a position related division identifier.

17. **(Currently Amended)** [[A]] <u>The</u> computer-readable storage medium of Claim 14, wherein the position related organization element ~~includes~~ <u>comprises</u> a position related organization identifier.

18. **(Currently Amended)** [[A]] <u>The</u> computer-readable storage medium of Claim 14, wherein the related parent position element ~~includes~~ <u>comprises</u> a related parent position identifier.

19. **(Currently Amended)** A system, comprising:

a central processing unit (CPU);

a memory, coupled to the CPU, the memory further comprising

a data structure for managing employee data, wherein

the data structure comprises a list of employee ~~positions~~ <u>position</u> elements<u>,</u>

<u>stored in a second intermediate form,</u> for defining a hierarchy of data elements, the hierarchy of data elements ~~includes~~ <u>comprises</u> a plurality of employee position elements<u>, wherein</u>

<u>the second intermediate form comprises a list of employee position elements for defining a hierarchy of data elements,</u>

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the hierarchy of data elements comprises a plurality of

employee position elements, and

the plurality of employee position elements comprises a

related parent position element;

instructions, stored in the memory, for converting the employee position

management information in the first form into employee position

management information that is in the second intermediate form;

and

instructions, stored in the memory, for converting the employee position

management information in the second intermediate form into

employee position management information in a target form that

corresponds to a target computerized employee position

management system.

20.   (**Currently Amended**) The ~~data structure~~ **system** of Claim 19, wherein each

of the plurality of employee position elements **of the data structure** ~~includes~~

comprises one or more **fields representing** elements selected from a group

comprising:

a position identifier;

a position base data element;

a position related division element

a position related organization element;

~~a related parent position element;~~ and

a position custom data element.

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21. **(Currently Amended)** The ~~data structure~~ **system** of Claim 20, wherein the position base data element **of the data structure** ~~includes~~ **comprises** one or more **fields representing** elements selected from a group comprising:

a position description element; and

a position name element.

22. **(Currently Amended)** The ~~data structure~~ **system** of Claim 20, wherein the position related division element **of the data structure** ~~includes~~ **comprises a** ~~position related division identifier~~ **a data item configured to identify a position related division**.

23. **(Currently Amended)** The ~~data structure~~ **system** of Claim 20, wherein the position related organization element **of the data structure** ~~includes~~ **comprises a** ~~position related organization~~ ~~identifier~~ **a data item configured to identify a position related organization**.

24. **(Currently Amended)** The ~~data structure~~ **system** of Claim 20, wherein the related parent position element **of the data structure** ~~includes~~ **comprises** ~~a related parent position identifier~~ **a data item configured to identify a related parent position**.